

# LOCAL I-S NEWS

*for department store workers*

VOL. I, No. 14

264

JULY 10, 1950

## CONTRACT APPROVED!

Union Wins Substantial Wage Increases In 30 Month Pact

**Branch Store Wage Rates Equalized—  
More Than 1000 Inequities Ended**

More than 3000 Union members voted, with near unanimity, in favor of an extension of contract agreement which provides for general wage increases, inequality adjustments, management financing of the health and hospital plan and additional security provisions. With every seat in the vast Manhattan Center auditorium filled and standees crowding the rear President Sam Kovenetsky simply stated, without ballyhoo or build-up, the terms won by the negotiating committee in their long series of meetings with management. The new agreement which runs until February 1, 1953, provides for a \$1 general wage increase retroactive to February 1st and more than \$100,000 for the adjustment of inequalities for 1950.

### 1951 Gains

The contract also provides for a general wage increase of \$1.50 effective February 1, 1951. At that time Macy's will assume responsibility for the 50 cents per month previously paid by Union members as their share of the Health and Hospital Plan, and will begin paying an additional 68 cents per month for the Health Plan. This amount is currently being paid out of a Health Plan reserve fund accumulated from February to August 1949, during which time the Plan was not in effect.

The pact calls for a re-opening in February, 1951 for the further adjustment of inequalities and a general re-opening in February of 1952 for wages, hours and inequalities.

### New Benefits

In a tremendous step towards the realization of the long sought goal of a single wage rate in all the stores, the Union succeeded in writing into the new agreement a provision which equalizes the wage structures of Flatbush, White Plains and Parkchester with that of Jamaica. It will be recalled that the only disappointment which arose out of the 1949 inequality settlement was based on the inability of the Union, at that time, to unify the periphery store rates. Enthusiastic comment on this outstanding gain could be heard throughout the branch store contingents at the special meeting at which the agreement was ratified.

### Kovenetsky Statement

In an interview following the signing of the agreement, President Sam Kovenetsky said, "I was most happy to realize that the overwhelming majority of our members refused to give up their right to strike, even temporarily, until they were convinced that the results achieved by their negotiators were as complete as, or almost as complete as anything they may have won through more active struggle."

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**See Page 2 for  
Contract Highlights**



Members gave almost unanimous approval when the vote was taken on the new agreement which provides for wage increases, settles many inequalities and increases security.

### AFL, L-B Stall At End Of NLRB Rope

With Ludwig Bauman rank and file pressure mounting, AFL representatives are scraping the bottom of the barrel in their search for ways and means of delaying the scheduled hearings before the National Labor Relations Board.

From the outset the Retail Clerks organization has done its best to divert attention from their failures and to becloud the real issues which led a large percentage of their members to abandon the AFL in favor of Local I-S.

When the Ludwig Bauman workers made it clear that they would not bow to threats the AFL hastily announced the signing of a new "contract." To them it seemed of no importance that the members of the Union had never heard of negotiations or voted on the "settlement."

Despite their series of moves to short circuit the will of their members, Local 1115E was ordered to appear before the Labor Board.

The first of these hearings was originally scheduled for June 27. An initial attempt to secure a postponement was based on an opposing lawyers' plea that he had to go to the country to open his summer home! The Labor Board, for reasons of its own, re-scheduled the hearings to begin on July 10th. It is expected that following the hearings the case will be sent to the National office of the Board and that they will then set the date for a secret election.



Smiling negotiators at end of special membership meeting which approved their recommendations. From left to right, sitting: Bill Roschak, Jack Jampole, Catherine Hallhan, Tony Burns, Arax de Bono, Jerry Harte and Nat Heilbraun. First row standing: Carl Lutz, Tom Raffaele, President Sam Kovenetsky, Vice Presidents Elizabeth Hammond and George Gurian, Union Attorney Sam Shapiro, Sam Levine and Max Wald. Second row standing: Earl Fulford, Vincent Moscato, Harry Lieberman, Jack Toucey and Arthur Daum.

### New Medical Plan + Health Plan = Security

Local I-S has just put its signature on an agreement with the Associated Physicians Medical Group which, according to President Sam Kovenetsky, "rounds out and completes the services originally intended under the Union's Health Plan."

The new plan makes available to all members of Local I-S, and dependents covered by the Health Plan, low cost medical care at home or at the neighborhood physician or specialist's office as well as in the hospital. Health Plan

coverage continues in full force for those who use their own physicians or surgeons.

The surgical specialists of the Associated Physicians Medical Group will accept the fees allowed by Group Health Insurance under the Local I-S Health Plan. Under this provision, Union members or members of their family in need of surgical or obstetrical care will be completely insured and will receive, at no cost to them, the best medical attention.

In addition to the no-cost sur-

gical plan the Union has arranged for a rock bottom low-cost program which includes such features as home visits at \$4 for the first and \$3 for subsequent visits within six months of the first. Home calls between 10 P.M. and 7 A.M. are \$6 and Sunday visits \$5. First visits to the doctor's office will cost \$3.50 and subsequent visits, within a six month period \$2.50. Included in these fees are urine and blood tests where they are indicated. No charge will be made for

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## BRANCH STORE NEWS

### WHITE PLAINS

Your reporter is back after an eight week stay in the Virgin Islands and wishes to thank Jack Toucey for his fine assist in keeping this column going . . . Our June 14th membership meeting was a big success. Despite a terrific downpour we jammed the ballroom at the Roger Smith to hear a negotiations report . . . We are going to press just before our July 5th meeting at which we will have a report on the completed negotiations and the new contract. Our contingent to the Special Membership meeting in New York, and Pat Favoino have given us most of the details of the new agreement.

Hilda Proctor

ment. Reaction has been very favorable and everybody pledged to see that it is fully enforced. We all enjoyed our long July 4th weekend . . . thanks again to the efforts of our Shop Stewards and our Union officers . . . Israel Cohen, W12 and Mamie Branch, W2 have been made sponsors. Management had certainly had an excellent opportunity to learn the worth of these two top-flight stewards . . . Jerry Conway, our first Store Committee Chairman, has been promoted to ASM is W8 . . . Our stewards and our Store Committee have been busy settling lots of small grievances, but we're happy to report that the big ones seem to end before they get out of hand.

### FLATBUSH

In the recent resignation department we have Audrey Whitaker who is going to California — the lucky gal! Also Margot Vanderporten of House Dresses and Mel Pasternak who recently went into business with his father . . . lots of luck to the three of you. Beris Gordan of Packing was still anxiously awaiting the arrival of the stork as we went to press . . . Dorothy McCrum of the Children's Department has been out ill with a severe cold — get well soon, Crummy, we all miss you . . . We're getting used to these hail and farewell routines. Gabe Dell Angelo, our second Administrator since the store opened, has left us for the police force. We at Flatbush wish you the very best of luck, Gabe. We're really sorry to see you go . . . Our new Administrator is Andy Fellicia. We're glad to have you with us, Andy, and we hope you stay longer than your friends who have been at Flatbush before you. Now that the contract has been approved, people are beginning to wonder how long it will be before the increases come through. Can't be soon enough.



Rhea Sabran

### PARKCHESTER

We are all glad to have Florence Gingras, P10, back with us. Florence was out for six months and has only recently recovered to the point where she is ready for the Macy grind . . . Elizabeth Hillman was recently hit by a car and is now on the mend . . . get well soon, Elizabeth . . . Dorothy Deegan and Catherine Keohane are back following operations. It's nice to see them looking fit! Sylvia Mandle's daughter has just married and Elsie Lipsky's daughter and her husband have just won a



Georgine Staib

rhumba contest and a trip to the Bahamas . . . Our Florida visitors are back with us sporting fine tans. (But who can tell the difference between a Jones Beach and a Miami Beach browning?) . . . Our gala softball team is really swinging from the ankles these days. They are getting in shape this year and say that next year they'll be ready to take all comers . . . More jubilation here . . . the contract sounds fine and the inequality adjustment which raises us to the level of Jamaica is almost too good to be true. Now the branch stores are really in a position to go forward together . . . and don't anybody kid you — we've come a long way since we started!

### JAMAICA

Our ever alert and vigorous Store Committee has wandered into a hitherto voluntarily forbidden province — job reviews. The reason is that since merit increases are a definite factor in achieving maximums, job reviews are subject to reasonable explanation by management when in the opinion of the Store Committee and the stewards concerned an injustice has been done. An example of this in operation is a recent case in which a worker was denied a merit raise because he was allegedly at maximum. The Committee pointed out that the worker was actually \$1 below maximum and management made the adjustment . . . Administrator Roberta Felsen is being sorely missed during her three week vacation, but not one of us here begrudges her the well earned rest . . . LINE OF DUTY — Manny Goodman, member of the Negotiating Committee has been out for more than a week with a stomach ailment. Probably a direct result of long haggling sessions with management over the recently won new contract . . . We and 7000 other 1-S members are bound and determined to see that the new agreement is strictly adhered to by the company . . . GOOD NEWS — the Beauty Salon maids and manicurists have been raised to the maximum. Congrats!



Ben Calabrese

## LETTERS to the EDITOR

To the Editor:

I know that many people, myself included, take much that the Union does for granted and don't give thanks when they are due. I would like to express my own overwhelming thanks at this time.

I sincerely appreciated the role the Union played in making the Art Exhibition not only possible, but an outstanding success. I feel that you are not only helping us to obtain better working conditions, but you are also helping us enrich our cultural and intellectual lives.

May I extend my congratulations and assure you of my gratitude.

Sincerely,  
Shari Frisch—99 Dept.

### Cops Give Nod-Get Gabe

The officers and staff of Local 1-S said "so long and good luck" last week to Gabe Dell Angelo, former Union Administrator for Parkchester and Flatbush, as he headed for a career with the Police Department.

Gabe qualified for the force a long while ago and has spent months debating whether to accept the assignment. We all wish he had decided to stay with us, but now all we can say, again, is "Best of everything good, Gabe — and stay away from strike duty!"

### Job Review Reviewed; Union Wins Raise

When Clara McSherry of 160 Department didn't get a raise following her job review she was not the only person to be surprised, because she is known to her co-workers as a skilled and conscientious person.

Alert Shop Steward Bob Coleman recognizes a grievance when he sees one. He and Miss McSherry wrote the complaint which was finally carried to Mr. Fred Fischer by Union Vice Presidents George Gurian and Elizabeth Hammond. Mr. Fischer, after a careful review of the facts, sent the problem back to Divisional Superintendent Jerdan.

Mr. Jerdan's answer was the best possible proof that it pays to stay wide awake. The grievance was officially acknowledged when Miss McSherry won a raise of \$1.25 a week. Who needs more proof than that?

### Art Show Winners On Display At Union

In response to the many requests from Union members that the Art Show be extended beyond the June 25th deadline Local 1-S has made arrangements for the prize winning entries to be exhibited at the Union office during the entire month of July.

Miss S. Frisch has turned down an opportunity to sell her Best of the Show entry "Rooftops" to Robert Garland, Drama Critic of the Journal American. Miss Frisch announced, however, that she will be delighted to exhibit her work for her fellow union members for just as long as they are interested in seeing it.

## CONTRACT APPROVED...

(Continued from page 1)

"While it is most natural that major attention be focused on the dollars and cents won we must not ignore the other gains.

### Executives Working

"The new contract puts a more stringent bar on executives working than any we had written before. The new clause strictly forbids executives from performing staff duties under any circumstances unless they are accompanied by a Union member who shall do nothing but stand by and watch. The company has given adequate assurances that should its executives violate this agreement three times they shall be subject to suspension or discharge.

"It is up to every Union member," the President continued, "to give real meaning to this section of the contract by maintaining constant vigilance and strict enforcement.

### Red Circle Rate

"That section of the old contract which applies to transfers to avoid layoffs did not specifically

protect "Red Circle" money when a worker was transferred to a lower rated job. The new agreement clearly states that such monies shall remain a part of a transferred worker's salary even though it may put him above the maximum of the new job.

### Sick Leave Amended

"For some time," President Kovenetsky declared, "we have been living with a serious injustice to a group of our Union members. I refer to those who work on salary plus commission, salary plus bonus and piece workers. In the past, these men and women were paid their sick leave allowance only on their base pay. This evil has now been done away with and this group, along with the straight commission workers, will be paid sick leave at the rate of two thirds of their vacation rate, which includes the pro rata value of their earnings above base pay.

"As the first step towards halting the company program of replacing full time workers with part-timers, the Union succeeded in writing into the new agreement a guarantee that no part-timer, or full-timer, will be sent into a department from which a full time worker has been laid off until 90 days after the layoff or transfer. This clause, as does every other one," the Union's President continued, "depends upon the alertness of the membership for real enforcement."

Vice Presidents George Gurian and Elizabeth Hammond joined President Kovenetsky in extending congratulations to the entire negotiating committee for the skill and patience with which they worked to obtain the benefits written into the agreement. President Kovenetsky, in turn, had only the highest praise for the leadership and persistence of his two top assistants.



Pres. Kovenetsky, "All in favor..."

## Contract Highlights

Full text of the Memorandum agreement approved by the membership on June 20th follows:

1. General wage increase of \$1 per week for 40-hour week, proportionate to hours worked for part-timers, i.e., \$.025 per hour which will be added to each step of the wage structure starting at the 60-day rate but not in the hiring rate. This is payable to regular employees now employed, retroactive to 2/1/50 or the date on which they completed 60 days service, whichever is later . . .
2. The grade rates in all branch stores will be equalized with those in effect at Jamaica effective as of 2/1/50. The inequality adjustments are in addition to the adjustments provided in paragraph 1.
3. The present collective bargaining agreement is extended until 1/31/53.
4. General wage increase of \$1.50 per week for 40-hour week, proportionate to hours worked for part-timers, i.e., \$.0375 per hour, which will be added to each step of the wage structure starting at the 60-day rate but not in the hiring rate, effective 2/1/51 and payable to Regular employees as of that date . . .
5. Effective 2/1/51, Macy will pay additional amount of 68.3 cents per month and 47c per month toward the Health Plan. Also, if a better insurance rate can be attained to provide the present benefits under the Health Plan, the Union will receive 10% of the savings to defray its administrative costs in connection with the Health Plan.
6. Reopening on 2/1/51 for inequalities in straight-time hourly rates of pay to be effective on 2/1/51.
7. Reopening 2/1/52 for wages, hours and inequalities.
8. Straight commission employees shall have the option to take either of the following: a) the general wage increases provided for in paragraphs 1 and 4 above or b) a revised refund payment system under which no deductions will be made for policy adjustments and in the case of cancellation where Macy retains a portion of the deposit, a commission will be paid in the same proportion that the deposit bears to the full sales price. Policy adjustments will be defined as an adjustment made where Macy does not agree that the customer is correct.
9. The sick leave plan will be amended so that salary plus commission, salary plus bonus and pieceworkers will receive benefits on the basis of two-thirds (2/3rds) of their vacation rate with the same limit of \$400 which is applicable to other employees. This will accord these categories the same treatment as to the straight commission employees.
10. The contract will be amended to provide that whenever an executive does staff work, he will be accompanied by a staff employee.
11. If any Regular Employee who has five years or more of continuous service and receives a red circle rate over the maximum is transferred in lieu of a lay-off, he shall receive a red circle rate in his new job.

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## LOCAL 1-S NEWS

Published Twice Monthly by  
LOCAL 1-S, UNITED RETAIL WORKERS, UNAFFILIATED  
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### Security—By Word and Deed

The last few weeks were marked by mounting tension and rising indignation as it became increasingly apparent that management was intent on minimizing our needs and our demands.

As negotiations dragged along the company felt the collective pulse of its workers and discovered frightening symptoms of growing militancy. It was in this atmosphere that Macy President Weil intervened and took the ball away from his Labor Relations Manager. By his act he revealed a keen awareness of the problems facing the company. He tacitly acknowledged the fact that profits can be made only by a company at peace with its workers.

Union negotiators repeatedly made it clear that peace for management was not to be had at the expense of the workers. They continually returned to the fray and after each encounter were able to report further gains.

Many workers, including the leadership of our Local 1-S, have maintained a fairly consistent scepticism towards extension of contract agreements. Such extensions have generally worked to the favor of the boss, with few benefits accruing to the workers. When such extension was suggested, the Local 1-S negotiators were fully aware of the many possible pitfalls as they pushed and probed to see how much could be gained. The alternative of arbitration was always present and afforded us a way out. When management had been pushed as far as was possible, the Union representatives then sat back and carefully studied the results. Their analysis showed that they had succeeded in winning more than had given "around the town" to date. With only a question mark for the 1952 wage, hour and inequality re-opening, the negotiators had then to weigh the advantages of two and a half additional years of uninterrupted peace for the Union.

The overwhelming sentiment of the committee was that such a period could be used to build and extend the size and influence of Local 1-S. All felt that the normal hazards of lengthened agreements had been most successfully overcome. The membership, by their vote, gave ample and gratifying support to that point of view.

It is in our day-to-day relations with the company that we will face the stiffest tests. The chief danger lies in complacency. The potential threat will become a fact only if the members feel that the signing of the agreement marks the beginning of a period in which they need do nothing but relax. Nothing could be farther from the truth! It is more urgent, if that is possible, that every Shop Steward and every man and woman in the Union be alert to violations of the agreement. It is as urgent as ever that every grievance be written, filed and processed as quickly and efficiently as possible. It is as urgent as ever that members take an active interest in the affairs of their Union. As President Sam Kovenetsky said in his impassioned speech to the members, "there can be no contractual 'guarantees' against speed-up and other abuses. The responsibility for maintaining and improving our working conditions rests squarely on the people in the store. Let the individual do only a normal day's work, let the departments stop working when executives violate the contract and we shall accomplish more than any contract clause could ever accomplish."

President Kovenetsky's statement should serve to inspire all members of our Union with new vigor and a new appreciation of their strength and their ability to influence for the better the conditions under which they work.

While early opposition to the agreement centered around "the surrender of our right to strike in '51" it became clear that the gains secured by the negotiators were in themselves sufficient to avert an all-out struggle in the coming year. It also became clear that our Union's mightiest weapon was not "surrendered," but merely put where it can be conveniently reached when it again becomes necessary to brandish the big stick.

We believe that the Union's officers and Negotiating Committee have done a splendid job in fighting for and securing these additional gains and benefits. The fact that members continue to demand still more is, to us, a very healthy sign. For in those demands are the improvements of the future.

If any group within our Union is deserving of praise and commendation we believe that laurels must go to the 8000 who impatiently gnawed their nails while patiently anticipating official word as to what their role was to be. No one was docile or indifferent, yet all were willing to await the word or sign that would have moved the struggle into new arenas. We know that most agree that the wait was not in vain.

## The Inquiring Photographer

THE QUESTION: How do you manage on your Macy salary?

EVE STEINBERG  
— Flying Squad



I barely get by. I have a strict budget for food and for everything else I may need. I have to plan far ahead and plan for each thing I buy. Even with the most careful planning I find that there are many things I need which I cannot buy. Saving for needs or for the future is impossible.

JOSEPH GOLDBERG —  
47 Dept.

I find it very difficult to manage. I'm single and I just about get by. If I were married I think it would be impossible. High prices eliminate many useful and desirable things. I don't want luxuries, but I can't even freely buy essentials like clothing. It is impossible to save for emergencies.

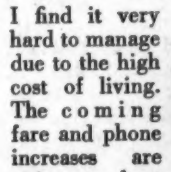


ANTOINETTE DI BELLA  
— 20 Dept.



I don't manage too well because of the high cost of living. Meals, even in the Macy cafeteria are expensive and now there's going to be another increase in fares. Because we have to wear regulation dress, clothing is a problem, too. Despite a joint income we can't save and do without many things we need.

CLAUDIA GRASSI — 3 Dept.



I find it very hard to manage due to the high cost of living. The coming fare and phone increases are going to hurt still more. I'm single and live at home, but my contributions to the household still make it necessary for me to plan carefully and leaves me no room for savings.

HENRY WARD —  
Passenger Elevators



At the present level of prices my wife and I find it very difficult to meet our obligations and to take care of such needs as rent, food and clothing which consume a large part of our take-home pay. It is very difficult to save even a little for emergencies. We saved a bit more when prices were controlled.



"I wonder where people are putting their money these days."

### Local 1-S Medical Plan ...

(Continued from page 1)

injections, but a fee of only \$1 will be charged for the cost of the medication. Emergency injections, such as morphine or adrenalin will be given free, while expensive medication, such as Cortisone, will be given at the actual cost of the drug.

Other advantages of the plan are: The fees allowed by Group Health Insurance for in-hospital medical care will be accepted by neighborhood physicians who are on the panel.

Home, office and hospital care by medical and surgical specialists is now available to Local 1-S members and their families in the metropolitan area at \$10 for the first visit and as little as \$5 for subsequent visits.

Members living more than 15 miles from 34th St. will arrange the fee with the specialist.

Psychiatric consultation and treatment will be provided. The fee will be decided upon by arrangement with the individual patients.

#### Cancer Detection

Cancer detection and prevention examinations will be performed by teams of specialists. These examinations will include all the usual methods and tests. They are designed for individuals in evident good health. The fee for these examinations will be \$15 per person. Application forms for the cancer detection examination, to be filled in at home, are available at the Union office or at the office of the Associated Physicians Medical Group, 855 5th Avenue, New York City.

#### Lecture Series

The APMG, in conjunction with Local 1-S will establish a lecture series on various aspects of health and disease. The lectures, accompanied by motion pictures whenever possible, will be delivered by the individual medical and surgical specialists.

#### Emergency Aid

In the event of a strike, the Associated Physicians Medical Group will furnish 24-hour medical service to all members of Local 1-S, and their dependents, free of charge.

#### Compensation Cases

Individual members of the doctor panel will accept compensation cases.

Ambulance service will be provided at substantially reduced rates.

The services of dentists, podiatrists and optometrists are available to members of Local 1-S and their families. Fee schedules for such care will be submitted when the organization of these services has been completed.

The doctors have pledged that, "We will endeavor to provide complete and personalized medical care to your members in accordance with the highest standards of private practice."

For the name and address of the  
**DOCTOR NEAREST YOU**  
CALL the Union Office—

LA. 4-9714

OR Assoc. Physicians

Medical Group —

BU. 8-4296 (Night or Day)

Complete schedule of fees available upon request.

### Fight for Rights Wins Back Job

For fifteen years Macy's found Telephone Operator Rose Stark the "Macy type." At the end of those years the company resorted to excuses to justify her dismissal.

Miss Stark reported, by telephone that she was at home tending her husband, who was seriously ill. For two weeks she exchanged her switchboard equipment for the appliances of the sick room. When the crisis had past and she returned to her job she was told that she was discharged for "failure to report to work."

The Union, in presenting the case to Fred Fischer sought to learn how the company could justify their summary dismissal after Miss Stark's long years of good service. The hard-hitting 1-S representatives demanded that full recognition be accorded those years. The company looked at the record again and Miss Stark went back to work a happy woman and a better Union member.



## UNION EXTENDS VICTORY OVER "DOUBLE STANDARD"

For more years than most people care to remember the women of 913, 67 and 23 Departments have been the victims of a double standard system of economic discrimination. Without exception the female wage rate in those departments was as much as \$5 lower than the rate for men who were doing the same kind of work.

The Union, in its continuing war on all injustices, fought for, and won, equal pay for men and women. But Macy's, true to tradition, looked for loopholes in the agreement they themselves had made. They decided to pinch pennies by including "Red Circle" money in base pay and tried to get away with giving fifty cent raises in many cases.

Once again I-S negotiators went into action. This time the problem was carried to Macy President Weil. While Mr. Weil listened the

Union argued that the new system would continue the wage differentials and that the method of applying it violated the principle for which the Union had fought. The Union representatives maintained that "Red Circle" money was separate and apart from base pay and should remain as a premium payment above the maximum rate for a job.

Thoroughly convinced, Mr. Weil ordered the women of the three departments raised to the maximum. Those who are earning "Red Circle" pay are to continue to receive it over and above their newly won top of the range pay.

Vice President Elizabeth Hammond said, "this victory again proves that a strong Union can win gains and improvements even when it is not engaged in formal contract negotiations. We regard the principle and the pay you won here as major triumphs."

## KNOW YOUR ADMINISTRATOR

Pat Favoino looks back on 19 years of in and out of Macy's with a freshness that makes the company shudder.



He admits, however, that in the old days it was he who did the worrying. Pat came into the store as a helper on a delivery truck in 1931. He was hired at a big \$18 a week, which was about three or four dollars above the prevailing average. "But," says Pat, "they evened up with me when they laid me off nine months later, just as the vacation season was beginning."

Back in the store two or three times for short stints, Pat decided to quit in 1934, "to beat them to the punch." It wasn't long before he was back again, first in Packing and later in Receiving. By the time 1937 rolled around Pat had become a master at finding well-paying, between-the-season jobs. When one of these was about to begin he again handed in his resignation to Macy's. This time they refused to accept it and promised him a steady job. Two months later Pat was laid-off again. Only a week elapsed before he was called back, but by this time Pat says he had learned enough about the company to flatly refuse their offer.

In 1939 Pat got the "reasonable assurance" that he wanted and came back to stay. As Pat recalls it, he "waited a lifetime for a raise. Despite 'completely outstanding' job ratings I didn't get a raise until the first Union contract was signed." As Shop Steward on the 18th Floor Pat had the responsibility for leading the fight on a couple of basic trade union problems. For one, the company had just begun to hire women in the Receiving Department and had them doing heavy work usually done by the men. "But," Pat explained, "the people were so accustomed to fearing the boss that they wouldn't come to us with their problems. We had to ferret each one of them out in order to do something about them." Another big issue of the day was the scheduling of overtime. "Even if they knew three months in advance, the company would only give us three minutes' notice. This practice continued until we all decided, one fine day, that we would not work

the next time we were asked. I was called and asked why I was starting a 'rebellion' on the floor. My answer left no doubt in the company's mind as to where we stood. And at that point," Pat declared, "the company changed its tactics — at least on our floor."

For four years in a row Pat was made a Christmas temporary executive in the toy department. He was also a year-round squad head. He recalls that, "there was some doubt in the minds of a lot of people as to whether one person could do a good job as both Steward and Squad Head. I felt that I could do both of them and do them well. Luckily for me, the members agreed."

Although there was no officially recognized Floor Committee, Pat was a vital part of the team that took up grievances and problems with management. On the strength of his consistent leadership, Local I-S asked him to take on the full time responsibilities of an Administrator in 1948. Pat welcomed the opportunity, obtained a leave of absence from the store and was raring to go when serious illness in his family upset his plans and forced him to postpone the change until March of 1949. When he did finally come to work for the Union he was assigned the task of organizing the newly opened White Plains store.

"The toughest part of that assignment," said Pat, "was the fear we had that the background of the people would make them rabidly anti-union. Management kept needing us and said we would never be able to organize the 'Westchester elite.' We found that all our fears were unfounded, and that they, like workers everywhere, needed and wanted a good Union."

Pat is proud of the militant organization he has helped develop. His big hope is that before long all the branch stores will win the same rates of pay as their Union Brothers and Sisters have at Herald Square.

Pat remembers, with much amusement and amazement, that despite the hectic days of his early Macy career the company had persistently asked him to become an executive. He finally named his terms and they were accepted. Pat says, "I stuck it out for seven or eight months, during which time I kept my good standing in the Union. At the end of that time I couldn't take any more of the Macy Executives' life and went back to a staff job. It's a decision I'll never regret."



Union officers, Welfare Board members and Doctors meet to put final touches to new medical plan now available to members and dependents.

## Herald Square I Wins Softball Pennant

The Herald Square I softball team clinched league honors and headed for the playoffs. As we go to press they enjoy an unmarred record for the season of nine wins and no defeats climaxed by their 2-0 victory over their Union brothers on the Herald Square II team.

Pitcher Al Isaksen, who last year had two no-hitters to his credit, has earned another perfect game this season. Isaksen, hottest pitcher in any man's league, has allowed only one opponent to score in all the games of the year. He has breezed a total of 67 strikeouts past opposing batters, has allowed only 16 of them to reach

first base. Three have gotten as far as second base and only one reached third safely. In addition to being a peerless pitcher he has wielded a big stick with a season's batting average of .423.

Top-notch all-around support by team regulars and substitutes is credited with putting the team on top for the second consecutive year.

Team Captain Vinny Bologna, while singing the praises of the entire squad, had one lament. He said, "it's a crying shame that with a team as good as we have, so few people from the store come out to watch us play. We'd rather lose with an audience than win with no one there. Let's get going and support our Union activities!"

## 22 YEARS' SERVICE—WINS SEVERANCE PAY FIGHT

Rhea Weiss, after 22 years in the store, left on maternity leave. While she was out she became the unfortunate victim of chronic arthritis of the spine. At the expiration of her first leave of absence she applied for, and received a six month medical leave. Still unfit for work at the expiration of the second furlough, she appealed for an extension. Macy's bluntly rejected the request and Miss Weiss wisely turned to her Union, which won her an additional two months in which to recuperate.

When she had used up her allotted time, Miss Weiss' doctor still considered her unfit for work. Macy's doctor claimed that she was not disabled and said in effect, either come back to work or be considered a resignation. This simple tactic was designed to save Macy's the cost of severance pay.

The Union, wise to such maneuvers, moved in and demanded that the company cease its attempts at intimidation and fulfill its obligations. On Union insistence the company did both and Miss Weiss left Macy's \$1080.60 richer — less taxes, of course!

## Protect Yourself

In a reminder to all members of Local I-S, Mrs. Ruth Watson, Health Plan consultant, cautions against loss of benefits. She said, "Health Plan coverage terminates if a member leaves the stores or goes on a leave of absence for more than 30 days. Members who wish to continue their Health Plan coverage must come to the Union office within 30 days of the end of the month in which they leave the store."

## BOARD OK'S FIGHT ON MANY FRONTS

The Executive Board, at its regular June meeting welcomed newly elected 6th Floor representative Thomas Quigley. The Board accepted, with regret, the resignation of James Pethel, of Passenger Elevators.

The Union's ruling body voted to create an Anti-Discrimination Committee with Tom Raffack of the 4th Floor as Chairman. The remainder of the committee is to be selected from among Stewards and other members in the store. Among the responsibilities of the Committee will be the fighting of discriminatory policies of the company.

Introduced as new Administrators for the Union were Mollie Grater and Bill Roschak.

The Board voted a contribution of \$10 to the non-sectarian summer camp for underprivileged children of the Cathedral Church of St. John the Baptist at Smithtown, Long Island. Also approved was a contribution of \$15 to the Ladies Auxiliary of the Military Order of the Purple Heart to further their work for veterans at the Kingsbridge Hospital.

The Board went on record against the "unfair trial of Willie McGee" and urged that letters be written demanding a new trial for the Negro convicted of rape by a confession wrung from him by brutal beatings. Willie McGee awaits death on July 27th unless a reprieve is won. Letters and wires should be sent to: Chief Justice Harvey McGehee, State Supreme Court and Governor Fielding L. Wright, Capitol Building — both in Jackson, Mississippi.

## Contract Highlights...

(Continued from page 2)

classification equal to the amount by which he previously exceeded the maximum of the rate range. This provision shall not be applicable to more than 50 employees in any calendar year, but if more than that number would be affected except for this limitation the matter may be re-opened for discussion, but the decision of the President of Macy's New York shall be final as to any increase in the limit.

13. The provision of the contract relating to promotions will be revised to state clearly that the time of vacations scheduled by the employee shall not be changed after posting (even though the employee involved may have been transferred) except when notice of such change is given at least one month prior to the vacation date previously scheduled or the re-scheduled vacation date whichever date is earlier unless the employee involved agreed.

13. The provision of the contract relating to promotions will be revised to provide that notice shall be given and received by the Union at least two working days, exclusive of Saturday, in advance of any promotion.

14. The provision will be included in the contract to the effect that any Regular Employee whose normal quitting time is 6:15 P.M. will be paid at his overtime rate for work after 6:15 P.M. except on days of regular night opening or in connection with inventory.

15. A provision will be included in the contract to the effect that if any full time Regular Employee is laid off or transferred in lieu of a lay-off out of a department, he will not be replaced in that department by a part-timer for a period of 90 days thereafter.

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